

**SENT VIA EMAIL**

June 4, 2014

Gregg McLean Adam  
Carrol, Burdick & McDonough, LLP  
44 Montgomery Street  
Suite 400  
San Francisco, CA 94104

**RE: Proposed Retirement Board Governance Changes**

Dear Gregg:

We are in receipt of your letter sent June 3, 2014, and your letter dated May 14, 2014.

As I mentioned to you verbally on May 21, 2014, and when the 1999 Tentative Agreement regarding retirement board structure and composition was raised by the POA in 2008, the City having met and conferred over a non-mandatory subject of bargaining does not transform the issue into a mandatory subject of bargaining. However, we will engage the POA and the other stakeholders on all matters of the proposed retirement board governance changes.

The City does acknowledge that some aspects of the proposed changes in board governance are likely subject to meet and confer, such as the proposed change regarding minimum qualifications for the appointed employee members.

The City does have meet and confer obligations with the bargaining units that represent employees who work in the Department of Retirement Services as the changes relate to their working conditions and benefits. We do not believe that those changes are subject to meet and confer with bargaining units that do not represent any employees in the Department of Retirement Services.

We look forward to discussing these issues with you. We have provided alternative dates and times below.

Date	Time	Location
June 6, 2014	12:30 pm – 1:30 pm	OER Conference Room
June 10, 2014	3:00 pm – 4:00 pm	OER Conference Room

Please let us know if you will be able to meet with us on either or both of these dates.

Sincerely,



Alex Gurza  
Deputy City Manager

c: Jennifer Schembri, Deputy Director of Employee Relations  
Jim Unland, POA President